

Labour issues across borders

Responsibility, rights and profit

Increasingly, labour disputes and concerns about working conditions are positioned as human rights infringements, capturing the attention of the media and the public alike. It has always been the role of NGOs and unions to push beyond where companies may be inclined to go. Now, governments, the EU and even investors are adding to the pressure by setting new labour disclosure standards.

The aim of this two-day conference is to give HR and CR professionals and in-house counsel expert insights into current international labour issues. This is an opportunity to discuss with peers how your organisations are striving to balance commercial success with compliance, reputational risk and cultural norms. Discussions will include:

- NGO and global union campaigns – current priorities, trends and agreements
- human rights and corporate responsibility – the direction of travel?
- how large international employers are addressing reputational issues
- assessing vulnerability, including safe working conditions, at your suppliers and your distributors
- the new EU Commission's safety and labour regulation agenda – implications for Working Time reform and immigration
- doing business in environments where corruption is normal
- the increasing importance of good whistleblowing practices – from a nuisance to reputation protection.



Luxembourg City
19–20 May 2015

Speakers

Annemarie Arens
*General Manager,
LuxFLAG*

**Cathrine Bloch
Poulsen-Hansen**
*Advisor, The Danish Institute
for Human Rights*

Neill Blundell
*Head of Fraud & Investigations
Group, Eversheds*

Tish Clyde
Senior VP, Deutsche Post DHL

Hassan Imam
*Program Head,
BRAC Migration Program*

Anne Morel
*Partner, Bonn Steichen
& Partners*

Horst Mund
*Director of International
Department, IG Metall*

Anna Myers
*Expert Coordinator,
Whistleblowing International
Network*

Thomas Player
*Partner, Employment Law,
Eversheds*

Geoffrey Podger
*Former CEO of the Health
& Safety Executive UK and
WorkSafe, New Zealand*

Anna Tripone
Advisor, Shift

Brent Wilton
*Secretary-General,
International Organisation
of Employers*

David Yeandle OBE
*European Economic and
Social Committee*

£599 / €695
including conference dinner
and an optional visit to the
European Court of Justice

www.eversheds.com/training

Programme

The conference will begin at 11:00 on 19 May, to accommodate your travel time. There will be an informal dinner on the evening of 19 May. The conference will end at around 14:00 on 20 May, followed by an optional tour of the European Court of Justice.

Day one

10:00 Registration and coffee; 11:00 start

Corporate accountability and the victims of infringements

Brent Wilton

Where does a company's responsibility begin and end

Cathrine Bloch Poulsen-Hansen

Know and show – an update on corporate reporting on human rights performance

Anna Triponel

How the UN Guiding Principles assist in disclosure of labour risks faced in global operations.

Anti-bribery measures – local and regional approaches and HQ oversight

Neill Blundell

When accountability mechanisms fail – corporate encouragement of public interest whistleblowing disclosures

Anna Myers

19:00, drinks in the bar followed by dinner in the Old City

Day two

Cross-border labour relations in multi-national companies – Global Framework Agreements

Horst Mund

Case-study

How Deutsche Post DHL is 'operationalising' human rights.



How investors/financial institutions regard the corporate responsibility actions of the companies they have investments in

Annemarie Arens

Labour migration: rights and protection

Hassan Imam

Developments in health and safety expectations, practices and law

Geoffrey Podger

The new Commission's approach to EU Regulation – including working time reform

David Yeandle OBE

Legal update

Anne Morel and Thomas Player

Optional visit to the European Court of Justice



14:00 close. Followed by an optional two hour visit to the European Court of Justice

Speakers

Annemarie Arens *General Manager*

The Luxembourg Fund Labelling Agency (LuxFLAG) is an independent, not-for-profit association whose objective is to reassure investors that the applicant investment fund invests, directly or indirectly, in the responsible investment sector.



Cathrine Bloch Poulsen-Hansen *Advisor*

The DIHR is mandated to engage with companies in order to protect and promote human rights. Since the late 1990s they have worked in partnership with companies to help them improve the human rights impacts of their operations at the global, country and project level.



Neill Blundell *Head of Fraud & Investigations Group*

Neill recently helped a large engineering company with fraud in its African division and reviewed the anti-bribery measures of a Scandinavian company covering the Board and their international workforce.



Tish Clyde *Senior VP*

Deutsche Post DHL have around 480,000 employees in more than 220 countries and territories. The Group is committed to social responsibility.



Hassan Imam *Program Head, Migration Program*

BRAC is dedicated to alleviating poverty by empowering the poor to bring about change in their own lives. BRAC has helped channel support for the victims of the Rana Plaza disaster and has a particular interest in protection of migrant workers. www.brac.net



Anne Morel *Partner*

A graduate of French and German law schools, Anne helps international clients with a full range of employment issues including restructurings and remuneration plans.



Horst Mund *Director of International Department, IG Metall*

IG Metall is the dominant metal workers union in Germany with 2.4 million members. It promotes social, democratic and ecological economic order and a just society and achieve fair working and living conditions in Germany, Europe and worldwide.



Anna Myers *Expert Coordinator*

Formerly consultant to the Council of Europe and the UNODC on protecting whistleblowers and 'reporting' persons, Anna works with employers and governments in Europe, North America and Africa on implementing whistleblowing arrangements.



Thomas Player *Partner, Employment Law*

Most of Tom's work is providing employer relations advice to multi-national companies, including set-up and documentation of EWC agreements.



Geoffrey Podger *Former CEO of the Health & Safety Executive UK and WorkSafe, New Zealand and a Visiting Professor at King's College London*

In 2013 Geoffrey took on an interim role to set up the new Safety Regulator in New Zealand. He was CEO of the UK's safety regulator the HSE from 2005–2013.



Anna Triponel *Advisor*

Anna helps governments, businesses and their stakeholders put the UN Guiding Principles on Business and Human Rights into practice. Anna advised Professor John Ruggie on the development of the UN Guiding Principles.



Brent Wilton *Secretary-General, International Organisation of Employers*

A lawyer by profession, Brent has overall responsibility for the IOE's work to support the global business community. He is secretary of the employers group of the ILO.



David Yeandle OBE

The EESC contributes to strengthening the democratic legitimacy and effectiveness of the European Union by enabling civil society organisations from the Member States to express their views at European level.



Labour issues across borders

Luxembourg City 19–20 May 2015

£599/€725 including conference dinner

*“A desk is a dangerous place
from which to view the world.”*

John le Carré

Who should attend?

This conference is aimed at those HR, ER and CR professionals and in-house lawyers with international or European responsibilities. Delegates from across Europe and the USA have attended in the past. They have found the small group size, and the chance to share ideas with peers, invaluable.

Conference venue

Hotel Sofitel Luxembourg Europe

Located in the historic centre, this 5-star hotel is perfectly situated over the picturesque Alzette and Pétrusse valleys and Luxembourg’s UNESCO Old Town.

Visit the European Court of Justice

On the afternoon of 20 May delegates will have the option of a two hour tour of the European Court of Justice. The European Court of Justice interprets EU law to make sure it is applied in the same way in all EU countries. It also settles legal disputes between EU governments and EU institutions.

Accommodation options

Accommodation is not included in the conference fee. We expect that delegates will wish to make their own accommodation arrangements. We are holding some rooms, at a **preferred rate**, at the following two hotels. If you wish to stay at either hotel, please contact them directly and mention the Eversheds special price. Both hotels are approximately 10 minutes by taxi from Findel Airport.

Hotel Sofitel Luxembourg Europe

4 Rue du Fort Niedergrunewald, Quartier Européen Nord, Plateau de Kirchberg, 2015 Luxembourg City

www.sofitel.com/Luxembourg

Meliá Hotel

The newly built Meliá Hotel is located in the most prestigious part of the city, in the Place de l’Europe, near the Philharmonie and new Mudam Museum of Modern Art. It is also near various European institutions including the European Court of Justice.

www.melia.com

Conference dinner

We will have dinner in the old city, which is close to the hotels. Because of its strategic position between the Kingdom of France and the Holy Roman Empire, the fortress of Luxembourg became one of the most important fortified sites in Europe. These structures are now a protected UNESCO world heritage site.

For more information, or to book your place, please e-mail training@eversheds.com or call +44 845 498 4040.

It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form.



bsp BONN STEICHEN & PARTNERS

Bonn Steichen & Partners is an independent, full-service law firm based in Luxembourg. As leaders in each of the areas in which we practice, our lawyers offer our domestic and international clients a wealth of knowledge and experience in all aspects of Luxembourg law. www.bsp.lu



Eversheds operates as one team, from over 50 offices in 30 countries. Recognised as leading innovators in the legal sector, we continue to provide new legal and business solutions to meet the needs of our clients. www.eversheds.com